



**Human Resources
Administrative Policy**

Effective: October 4, 2004

City of Tempe Personnel Rule 2, Section 204., provides for the payment of additional compensation. This administrative policy establishes the rates for the following types of additional compensation:

Shift Differential

For regularly scheduled work shifts, categorized by pay codes as either A.M. or P.M. shifts.

A.M. shift	55¢
P.M. shift	70¢

Stand-by Pay

Based on the number of hours an employee is on stand-by, which is defined as being “on-call” outside of their normal work schedule, the rate is \$3.20 per hour.

Holiday Worked-Sworn Exempt

Sworn exempt employees who cannot be given a substitute day off may receive a stipend of \$500.

Expedited Plan Review Pay

Exempt Development Services Department employees who perform additional weekend work that satisfies established department criteria may receive a stipend of \$250 per week.

Bi-lingual Pay

For significant interaction with the public, the rate is \$100 per month. For occasional interaction with the public, the rate is \$50 per month.

Hazardous Material Pay

For positions that require a response to hazardous material calls, the rate is \$211 per month.

Technical Rescue Technician Pay

For sworn Fire Department positions that require certifications and special training for special operations, the rate is \$125 per month.

Revised 9-21-04

Approved: _____
Valerie F. Hernandez, Human Resources Manager Date _____

Approved: _____
Will Manley, City Manager Date _____